The Odisha Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No.3257, CUTTACK, MONDAY, SEPTEMBER 8, 2025/BHADRA 17, 1947

HEALTH & FAMILY WELFARE DEPARTMENT

NOTIFICATION

The 4th September, 2025

No.25972—HFW-MEII-ESTT-0006/2019 /H&FW.— In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Odisha Nursing College Education Services Rules, 2021, orders and instructions; except as respect things done or omitted to be done before such supersession, the Governor of Odisha hereby makes the following rules to regulate the method of recruitment and conditions of service of the persons appointed to the Odisha Nursing Education Service, namely :—

PART I
GENERAL

1. Short title and commencement.—(1)These rules may be called the Odisha Nursing Education Service (Method of Recruitment and Conditions of Service) Rules, 2025.

(2) They shall come into force on the date of their publication in the *Odisha Gazette*.

2. Definitions:— (1) In these rules, unless the context otherwise requires,-

(a) "Appendix" means an Appendix appended to these rules;

(b) "Appointing Authority" means Government in Health & Family Welfare Department for Group A posts and Director of Nursing for Group B posts under these rules;

(c) "Cadre" means the Odisha Nursing Education Service Cadre;

(d) "Committee" means the Departmental Promotion Committee constituted under rule 11 of these rules;

(e) "Commission" means Odisha Staff Selection Commission;

(f) “Director” means Director of Nursing, Odisha;

(g) “Ex-Servicemen” means persons as defined in the Odisha Ex-Servicemen (Recruitment to State Civil Services & Posts) Rules, 1985;

(h) “Government’ means the Government of Odisha in Health & Family Welfare Department;

(i) “Nursing Institutions” means the Government Colleges of Nursing and Government A.N.M Training Centres;

(j) “Persons with Disabilities” means persons who have been granted with disability certificate by Competent Authority as per the provisions of the Rights of Persons with Disabilities Act, 2016 and Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Odisha Rules, 2003 and subsequent amendments therein;

(k) “Scheduled Castes” and “Scheduled Tribes" shall have reference to the Scheduled Castes and Scheduled Tribes specified in the Constitution (Scheduled Castes) Order, 1950 and the Constitution (Scheduled Tribe) Order, 1950, as the case may be, under Articles 341 and 342 of the Constitution of India, respectively;

(l) “SEBC” means the Socially and Educationally Backward Classes of Citizens defined as Backward Classes and referred to in clause (a) of Section 2 of the Odisha State Commission for Backward Classes Act, 1993;

(m)“Service” means the Odisha Nursing Education Service;

(n) “Sportsmen” means persons who have been issued with Identity Card as Sportsmen or women by the Director of Sports, Govt. of Odisha as per Resolution No. 24808/GEN/,dated the 18th November, 1985 of the General Administration Department, Govt. of Odisha or as amended from time to time;

(o) “Select List” means the list of persons prepared and published by the Commission in case of direct recruitment and the list prepared by the Committee in case of promotion duly approved by the Government; and

(p) “Year” means the calendar year.

(2) All other words and expressions used in these rules but not specifically defined shall, unless the context otherwise requires, have the same meaning as respectively assigned to them in the Odisha Service Code.

3. Composition of the Cadre:—(1) The Odisha Nursing Education Service Cadre shall comprise of , –

(a) Tutor, Group-B;

(b) Assistant Professor or Senior Tutor, Group-B;

(c) Assistant Director, Nursing (Education) or Secretary, ONMEB or Associate Professor or Principal Tutor, Group-A;

(d) Vice-Principal-*cum*-Professor or Professor, Group-A;

(e) Deputy Director, Nursing (Education) or Principal-*cum*-Professor, Group-A;and

(f) Joint Director Nursing (Education), Group-A.

Part II

RECRUITMENT

4. Methods of Recruitment:—Subject to other provisions made in these rules, recruitment to different posts in the cadre shall be made by the following methods, namely;

(a) In respect of the post of Tutor in Group-B as specified in clause (a) of rule 3 by means of competitive examination to be conducted by the Commission in accordance with rule- 6;

(b) The Tutors recruited under clause (a) shall on completion of three years of continuous service be auto-up-graded to the post of Assistant Professor or Senior Tutor;

(c) All other posts specified under clause (c), (d), (e) and (f) of rule 3, shall be filled up by way of promotion in accordance with these rules.

5. Reservations:—Notwithstanding anything contained in these rules, the reservation of vacancies of posts as the case may be, for-

(a) Candidates belonging to Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions for the Odisha Reservation of vacancies in posts and services (for Scheduled Castes and Scheduled

Tribes) Act, 1975 and the rules made there under, or any other law/rule by the Government of Odisha from time to time.

(b) Candidates belonging to SEBC, Women, Sportsperson, Ex-Servicemen and Persons with Disabilities shall be made in accordance with the provisions made under such Act, Rules, Orders, Resolutions or Instructions issued in this behalf by the Government of Odisha from time to time.

Part III
DIRECT RECRUITMENT

6. Procedure for Direct Recruitment: — (1) The direct recruitment to the post of Tutor shall be made by the Commission through competitive examination.

(2) Subject to the provisions of these rules, the Director of Nursing, Odisha shall communicate the total number of vacancies, i.e. the existing vacancies, if any, and the anticipated vacancies likely to arise during the recruitment year to be filled up by direct recruitment to the commission mentioning the year of recruitment thereof, by the end of December, indicating the posts to be reserved for candidates belonging to different reserved categories.

(3) The Commission shall, on receipt of the vacancies from the Director of Nursing, Odisha, publish the advertisement latest by the last week of January in the Odisha Gazette and widely circulated Odia or English dailies, inviting applications from the candidates eligible to appear the written examination.

(4) The application forms, the manner of submission of application, the documents required to be accompanied with the application form, fee required and scrutiny of applications shall be such as may be decided by the Commission.

(5) The date and the place of the written examination shall be as may be decided and notified by the Commission.

7. Eligibility Criteria:—In order to be eligible for direct recruitment to the post of Tutor, a candidate shall have to satisfy the following conditions namely; –

(i) Nationality: He or she must be a citizen of India;

(ii) Age Limit: - He or she must have attained the age of 25 years and must not be above the age of 42 years on the 1st day of January of the year of recruitment:

Provided that the upper age limit in respect of the reserved categories of candidates referred to in rule 5 shall be relaxed in accordance with the provisions of the Act, rules, orders or instructions for the time being in force, for their respective categories;

(iii) Knowledge in Odia: The candidate must be able to read, write and speak Odia, and have,

(a) passed middle school examination with Odia as language subject; or

(b) passed matriculation or equivalent examination with Odia as medium of examination in non-language subject; or

(c) passed in Odia as language subject in the final examination of class-VII from a school or educational institution recognized by the Government of Odisha or the Central Government; or

(d) have passed test in Odia in Middle English School standard conducted by the School and Mass Education Department;

(iv) Marital Status: - If married, he or she must not have more than one spouse living;

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person or there are other specific grounds for doing so, exempt any person from the operation of this rule;

(v) Minimum Educational Qualification: - The candidate must have acquired M.Sc. in Nursing qualification.

(vi) The candidate must have registered his/her name in the Odisha Nursing and Midwives Registration Council and have possessed valid registration certificate as on the date of the submission of application form; and

(vii) Physical fitness: - A candidate must be of good mental and physical health and free from any physical defects likely to make him or her incapable of discharging his or her normal duties in the service. A candidate, who after such medical examination as the Government may prescribe, is not found to satisfy these requirements shall not be appointed to the service.

8. Select List for appointment through Direct Recruitment:—(1) Selection of the candidates for recruitment to the post of Tutors in the service shall be by way of written test through Commission.

(2) Written test will be of 100 questions of multiple-choice type each carrying 02 marks. There shall be negative marking @ 0.5 mark for each wrong answer.

(3) 60% of the questions shall be knowledge based and 25% skill based from the level of B.Sc. Nursing (4 Years) or PB B.Sc. Nursing (2 years after GNM) as per syllabus prescribed by Indian Nursing Council from time to time. Further, there shall be 5% questions each from Arithmetic, General English and General Awareness.

(4) The minimum qualifying marks for selection of the candidates shall be decided by the Commission.

(5) The Commission shall prepare a list of candidates in order of merit which shall be equal to the number of advertised vacancies and furnish the same to the Appointing Authority:

Provided that if two or more candidates in the merit list secure equal marks in the written test then the tie shall be resolved in the following order, namely: ─

(a) the candidate securing higher marks in M.Sc Nursing examination shall find place above the others in the merit list; and

(b) the candidate older in age shall be placed above the younger.

(6) The merit list furnished by the commission shall after being approved by Government form the select list. The select list shall ordinarily be in force for a period of one year from the date of its approval by the Government or until another select list is prepared and approved whichever is earlier.

(7) Appointment to the post shall be made by the Appointing authority in the order their names that appear in the Select list through choice-based counselling online.

PART IV
PROMOTION

9. Eligibility Criteria for Promotion:─

(1) No Tutor shall be auto-upgraded to the post of Assistant Professor or Senior Tutor unless he or she has completed 3 years of service in the post of Tutor;

(2) No Assistant Professor or Senior Tutor shall be eligible for promotion to the post of Assistant Director Nursing (Education) or Secretary, Odisha Nurses and Midwives Examination Board or Registrar, Odisha Nurses and Midwives Registration Council or Associate Professor or Principal Tutor unless he or she has completed 5 years of service as Assistant Professor or Senior Tutor out of which 3 years of service must

have been rendered in KBK or KBK + districts. Further, he or she must have made at least 1 publication in National or International Nursing journal after joining the post of Tutor.

(3) No Assistant Director Nursing (Education) or Secretary, Odisha Nurses and Midwives Examination Board or Registrar, Odisha Nurses and Midwives Registration Council or Associate Professor or Principal Tutor shall be eligible for promotion to the post of Vice Principal-*cum*-Professor or Professor unless he or she has completed 4 years of service as Assistant Director Nursing (Education) or Secretary, Odisha Nurses and Midwives Examination Board or Registrar, Odisha Nurses and Midwives Registration Council or Associate Professor or Principal Tutor. Further, he or she must have made at least 1 publication in National or International Nursing Journal after joining the post of Associate Professor and other equivalent posts**;**

(4) No Vice Principal-*cum*-Professor or Professor shall be eligible for promotion to the post of Deputy Director Nursing(Education) or Principal-*cum*-Professor unless he or she has completed 2 years of service as Vice Principal-*cum*-Professor or Professor;

(5) No Deputy Director Nursing (Education) or Principal-*cum*-Professor shall be eligible for promotion to the post of Joint Director Nursing (Education) unless he or she has completed 5 years of service as Deputy Director Nursing (Education) or Principal-*cum*-Professor.

(6) Notwithstanding anything contained in this rule, the conditions of serving in KBK or KBK + Districts and publication of journals will not be applicable for promotion of the Assistant Professor or Senior Tutor who are in service as on the date of publication of this rule to the post of Associate Professor;

(7) The posts of Assistant Secretary, Odisha Nurses and Midwives Examination Board and Deputy Registrar, Odisha Nurses and Midwives Registration Council shall be filled up on deputation basis from amongst the Assistant Professors or Senior Tutors for a maximum period of three years.

Provided that the existing Nursing personnel in the cadre will get their promotion as per this rule according to their seniority in the final gradation list approved by Appointing Authority.

10. Gradation List:— Gradation list will be prepared by the Appointing Authority concerned as on dated 1st January of the year and the *inter se*-seniority of the incumbents shall be determined as per their position in the select list.

11. (1) **Constitution of the Departmental Promotion Committee:**—There shall be constituted a Committee for selection of Officers for promotion to different posts in the service with the following members, namely:—

(a)	Secretary to Government, Health & Family Welfare Department	- Chairperson
(b)	Special Secretary to Government, Health & Family Welfare Department	-Member
(c)	Director Medical Education & Training, Odisha	-Member
(d)	Director of Nursing, Odisha	-Member Convenor
(e)	Additional Secretary or Joint Secretary or Deputy Secretary, Health & Family Welfare Department; and	-Member
(f)	An Officer of ST& SC Development, M & BCW Department not below the rank of Deputy Secretary nominated by the Secretary of the Department.	-Member

(2) The Chairperson shall preside over all the meetings of the Committee.

(3) The recommendation of the Committee shall be valid and can be operated upon notwithstanding the absence of any member other than the Chairperson.

Provided that the member or members so absenting must have been duly invited to attend the meeting of the Committee and the majority of members of the Committee are present in the meeting.

12. Procedure for selection by the Committee:—

(1) The committee shall ordinarily meet at least once a year to prepare a list of employees suitable for promotion to the next higher post taking into account the existing vacancies and anticipated vacancies for one year.

(2) The committee while considering the promotion of suitable employees and preparing the list thereof shall follow the provisions of;

(a) the Odisha Civil Services (Zone of consideration for Promotion) Rules,1988,

(b) the Odisha Civil Services (Criteria for promotion) Rules, 1992,

(c) the Odisha Civil Services (Criteria for selection for appointment including Promotion), Rules 2003;

(d) the Odisha Reservation of Vacancies in Posts and Services (for Scheduled Caste & Scheduled Tribe) Act,1975 and the rules made thereunder; and

(e) any other law, rule, or instructions in the matter in force at the relevant time shall also be followed.

13. Consultation with the Odisha Public Service Commission:—(1) The recommendations of the committee referred to under sub-rule (3) of rule 11 alongwith the service particulars in respect of all officers coming under the zone of consideration shall be forwarded to the Odisha Public Service Commission for its concurrence.

(2) The Commission shall consider the list along with the documents received under sub-rule (1) of rule 13 and furnish its recommendations to the Government.

14. Select List for appointment by way of Promotion:—(1) The recommendation of the Odisha Public Service Commission in respect of reference made to it under sub-rule (2) of rule 13 shall after being approved by Government form the select list.

(2) The select list shall ordinarily be in force for a period of one year from the date of its approval by the Government or until another select list is prepared and approved whichever is earlier within the same year.

(3) The validity of the select list beyond the prescribed period shall be only by specific Government order justifying the reason thereof.

PART V

OTHER CONDITIONS OF SERVICE

15. Probation and Confirmation:—

(1) Every person appointed to any post in the service by direct recruitment shall be on probation for a period of two years. In case of appointment on promotion shall be on probation for a period of one year from the date of joining in the post:

Provided that the Appointing Authority may, if thinks fit, in any case or class of cases extend the period of probation but in no case it shall be more than one year:

Provided further that, such period of probation shall not include the period of:-

(a) Extraordinary leave;

(b) unauthorized absence; or

(c) any other period held to be not being on actual duty.

(2) The appointment of a probationer coming through direct recruitment may for good and sufficient reasons to be recorded in writing be terminated by the appointing authority at any time without previous notice during the period of probation including extension of such period if any, and in case of a probationer appointed by way of promotion be reverted to his or her former cadre or post.

(3) A probationer after completion of the period of probation to the satisfaction of the appointing authority shall be eligible for confirmation subject to availability of substantive vacancy in the service.

16. *Inter se*-Seniority:—The *inter se*-Seniority of the employees so appointed to the posts in the service, in a particular year shall be in the order in which their names appear in the Select list.

PART VI

MISCELLANEOUS

17. Other Conditions of Service:—The conditions of Service in regard to matters not covered by these rules shall be the same as are or as may from time to time be prescribed by the Government.

18. Relaxation:— When it is considered by the Government that it is necessary or expedient to do so in the public interest, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules in respect of any class or category of the employees.

19. Interpretation:—If any question arises relating to the interpretation of any of these rules, it shall be referred to the Government whose decision thereon shall be final.

20. Power to issue instructions:—The Government may also issue instructions not inconsistent with the provisions of these rules as they may consider necessary to regulate the matters not specifically covered by the provisions of these rules**.**

By Order of the Governor

ASWATHY S.

Commissioner-*cum*-Secretary to Government

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Printed and Published by the Director, Printing, Stationery and Publication, Odisha, Cuttack-10

OGP/SBP Ex.Gaz.2467-183+50